**Essentials of HRM**

**December 2024 Examination**

**Note: This assignment is application based, you have to apply what you have learnt in this subject into a real-life scenario. You will find most of the information through internet search and the remaining from your common sense. None of the questions or answers appear directly in the textbook chapters but are based on the concepts and content covered in the chapters or live sessions, directly or indirectly.**

**Q1. As the Chief Operating Officer (COO) of a listed microfinance institution (MFI),you understand the critical importance of integrating HR as a strategic business partner in the opening of a new branch. In this role, the HR department is not merely a support function but an active participant in shaping the success of the new branch. Explain Role of the HR Department as a business partner in the establishment of the new branch in ABC State? (10 Marks)**

**Ans 1.**

**Introduction**

In today's dynamic business environment, human resource management (HRM) plays a pivotal role, not just as a support function but as a strategic business partner. This shift in perception is particularly crucial for organizations like microfinance institutions (MFIs) that serve vulnerable populations. As the Chief Operating Officer (COO) of an MFI opening a new branch in ABC State, integrating HR as a strategic partner is imperative for ensuring the branch's success. This partnership ensures that HR contributes to the organization’s objectives, aligning workforce capabilities with business goals. The HR department can foster a culture of high performance, enhance employee engagement, and ensure compliance with both corporate and regulatory

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**Q2. Assume you are the head of the HR department at a prominent Management and Engineering college. The institution is preparing to implement a new performance appraisal system for its faculty members, specifically for Associate Professors and Assistant Professors. The goal is to establish a system that accurately evaluates performance and adheres to a bell curve rating model, ensuring that faculty members are assessed fairly and that the distribution of ratings follows a normal curve.**

**Design an effective performance appraisal system for Associate Professors and Assistant**

**Professors at the college, incorporating a bell curve or rating scale (1-5/A-E) system. (10 Marks)**

**Ans 2.**

**Introduction**

In an academic institution, such as a prominent Management and Engineering college, the quality of teaching, research, and student mentorship plays a significant role in institutional success. Implementing an effective performance appraisal system is crucial to ensure that faculty members, particularly Associate Professors and Assistant Professors, are evaluated fairly and accurately. Performance appraisals not only influence career progression but also motivate faculty members to achieve excellence in their professional duties. A well-structured performance appraisal system helps align faculty members’ efforts with institutional goals while ensuring accountability and continuous improvement. To achieve fairness in evaluations and ensure a balanced distribution of ratings, a bell curve model is often employed. This system

**Q3a. XYZ Corporation is a mid-sized manufacturing company that has experienced rapid growth over the past four years. With this growth, the company has expanded its workforce significantly, but it has also encountered challenges related to HR practices, including compliance issues, employee turnover etc. To address these challenges and improve overall HR effectiveness, the company’s management has decided to conduct a comprehensive HR audit.**

**Question: What are the objectives, its specific areas (e.g., recruitment, training and development, compensation and benefits, employee relations, Legal compliances)should be prioritized for conducting an HR audit at ABC Corporation? Mention benefits accrued from audit. (5 Marks)**

**Ans 3a.**

**Introduction**

An HR audit is a systematic evaluation of a company’s human resource policies, procedures, documentation, and systems. It is conducted to ensure compliance with laws and best practices, improve efficiency, and address organizational challenges. In the case of XYZ Corporation, a mid-sized manufacturing company facing issues like compliance problems and high employee turnover, conducting an HR audit is essential. This audit aims to assess current HR practices, identify areas for improvement, and ensure that the company's HR strategies align with its rapid growth

**Q3b. Mr. John, the HR Head of XYZ Corporation, is retiring at the end of this year after a commendable 30 -year tenure with the company. Under his leadership, the HR the department has seen significant growth, implementing various initiatives that have enhanced employee engagement, streamlined recruitment processes, and developed a strong company culture. His departure creates a critical gap in the leadership team, necessitating a well-thought-out succession plan to ensure continuity and further advancement of the HR functions.**

**Question: How Company Identifies Potential Successors internally/externally and relate their core competencies which are critical for the new HR Head to lead the department and how can the company assess the readiness of potential candidates to take on the HR Head role? (5 Marks)**

**Ans 3b.**

**Introduction**

Succession planning is a crucial process for ensuring continuity in leadership roles, especially in the case of Mr. John's retirement as the HR Head of XYZ Corporation. With his departure, the company faces a critical gap in its leadership team, making it essential to identify and develop potential successors who can carry forward the legacy of employee engagement, recruitment excellence, and company culture. Both internal and external candidates should be considered, focusing on individuals with the right competencies, leadership potential, and readiness to take on this strategic role in the